

Background

St. Barnabas Hospital (SBH Health System) celebrated its 160th anniversary in 2026 and continues to serve the Bronx today as the oldest continuing healthcare facility in New York City.

SBH is designated as an American College of Surgeons (ACS) Level 2 verified Trauma Center, an AIDS Center, a Stroke Center, and opened a federally-designated Community Center of Excellence in Women's Health.

As a leader and pillar of the Bronx community, our organization is infused with five crucial values: Diversity, Respect, Integrity, Vision, and Excellence. SBH has 225 physicians, almost 500 nurses, 70 specialties and 6 locations.

Plan

Design and implement a standardized preceptor program because ED orientation varied from preceptor to preceptor. In 2024, 70% of ED RN were travelers; in 2025, 35% of ED RN were travelers; in 2026, 10% of ED RN were travelers.

Orientees were feeling like a burden and unwanted. NRP ED nurses had less than favorable orientation experiences and were leaving the ED. Some staff ED RNs have expressed interest in being properly trained preceptors.

Do

The NRP team conducted literature searches and reviewed articles, participated in Vizient, 1199 and AACN preceptor training. Combined with personal knowledge and experience, the team developed a six-hour preceptor course specific to SBH.

The pilot course included ten registered nurses from ICU, medical surgical and behavioral health.

Unit	Years as RN	Preceptor	Formal training
ICU	4	Y	N
ICU	3	Y	N
ICU	5	Y	N
ICU	8	Y	N
ICU	33	Y	Y
ICU	4	Y	N
MED/SURG	2	Y	N
MED/SURG	5	Y	N
MED/SURG	4	Y	N
BEHAVIORAL HEALTH	16	Y	N

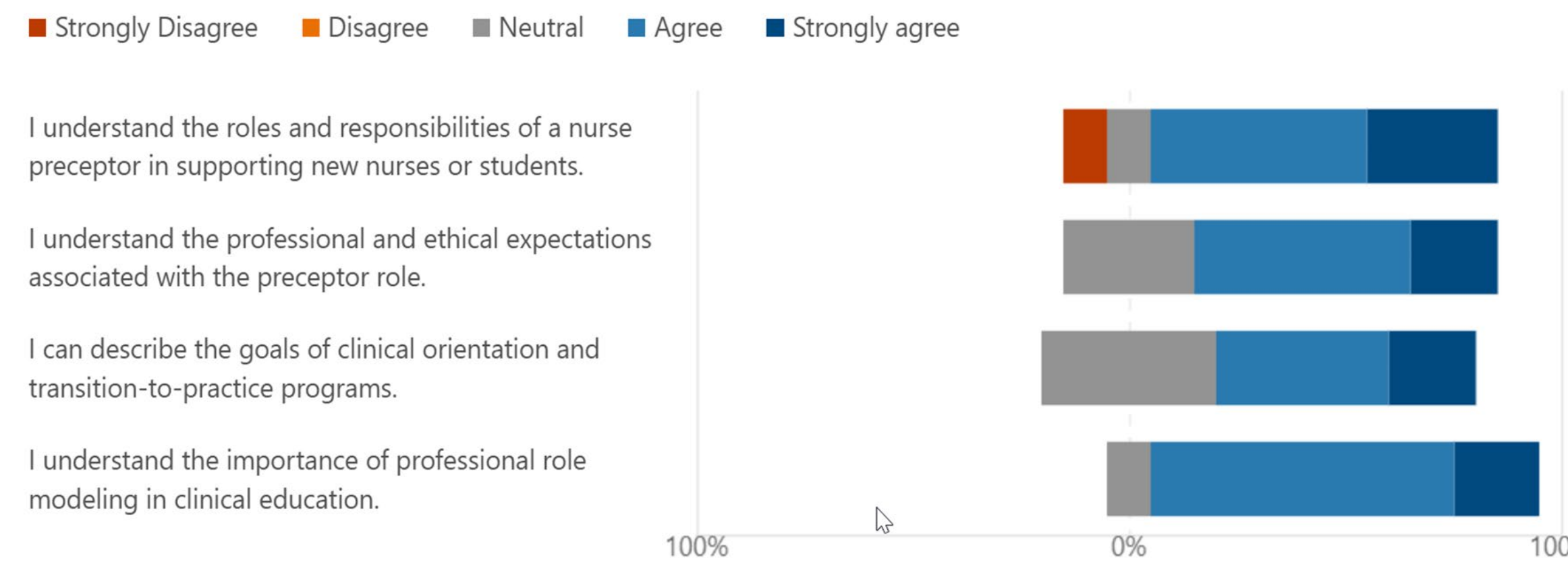
Contact Information

George W. Contreras,
DrPH(c), MEP, MPH, MS, CEM, RN, EMT
gcontreras@sbhny.org

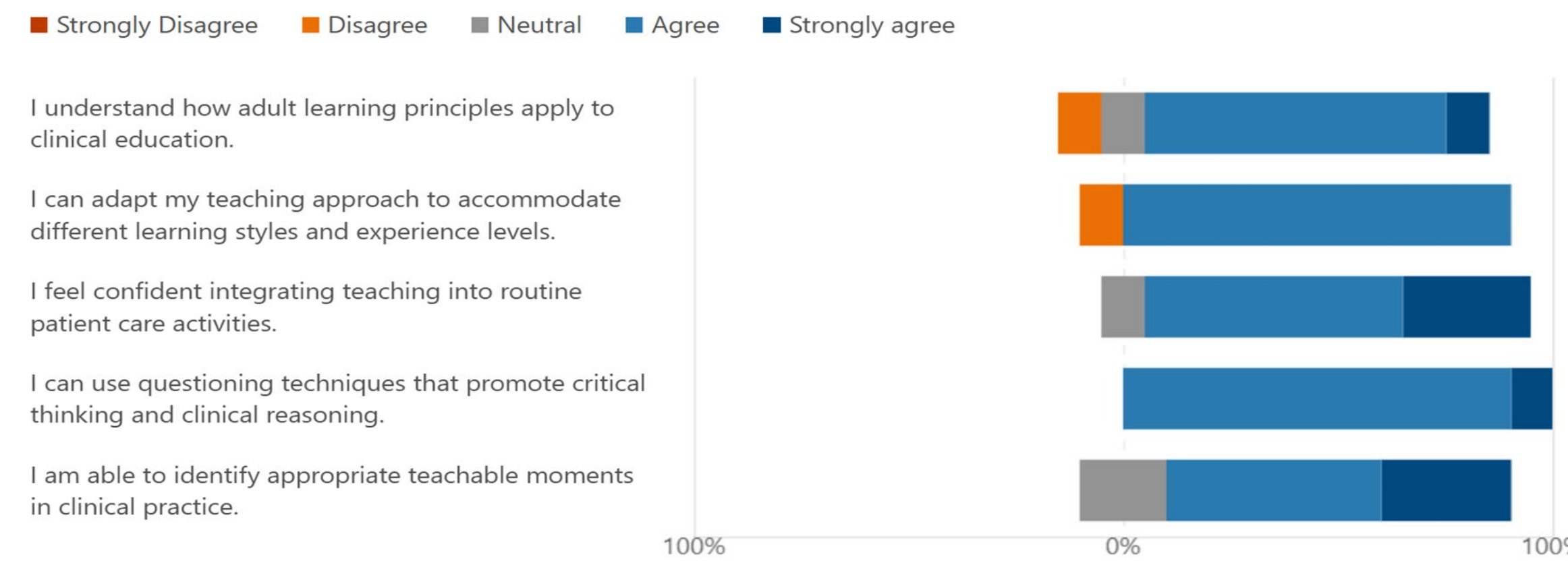
Study

Pre Course Survey

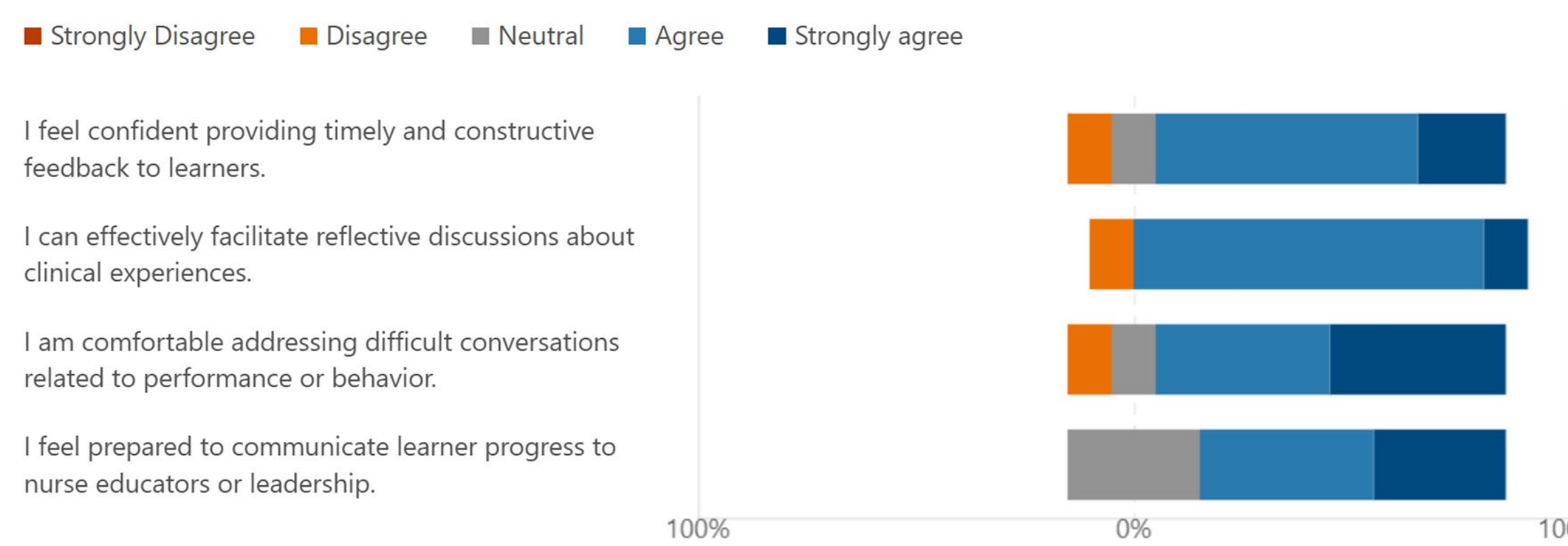
Domain 1: Preceptor Role and Professional Responsibilities



Domain 2: Adult Learning and Teaching Strategies



Domain 3: Communication and Feedback



Domain 4: Learner Assessment and Competency Evaluation

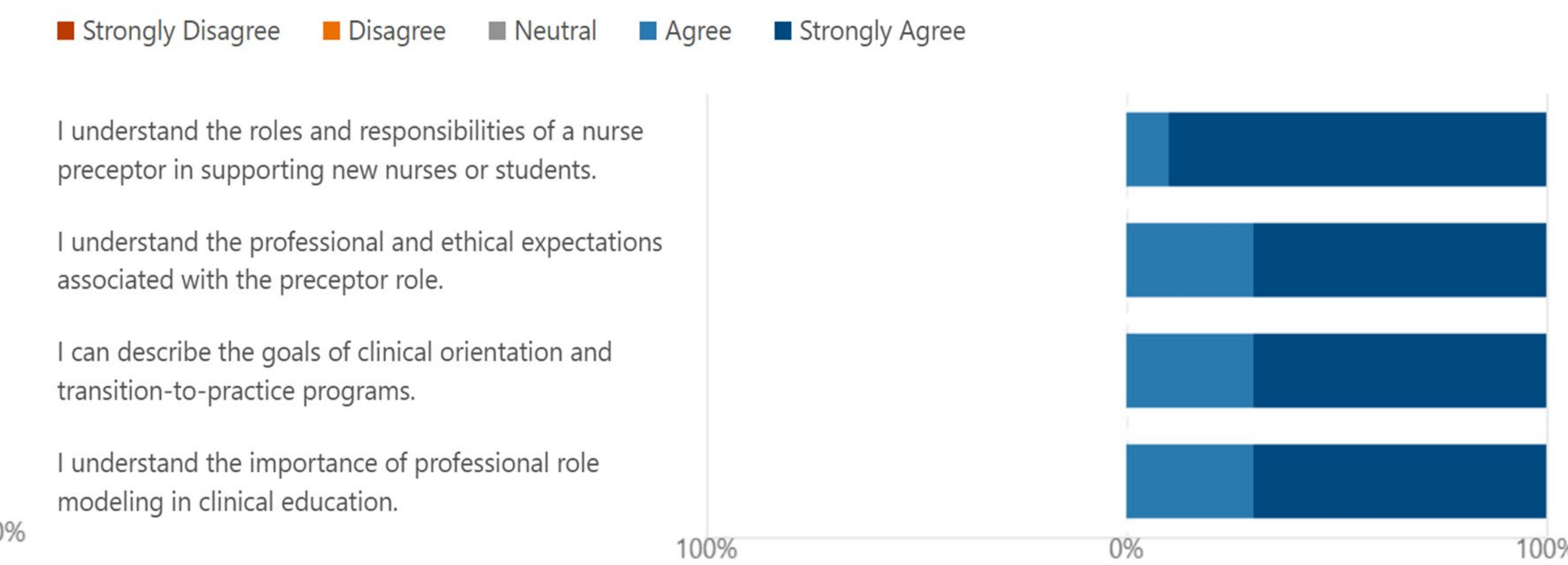


Domain 5: Learning Environment and Professional Support

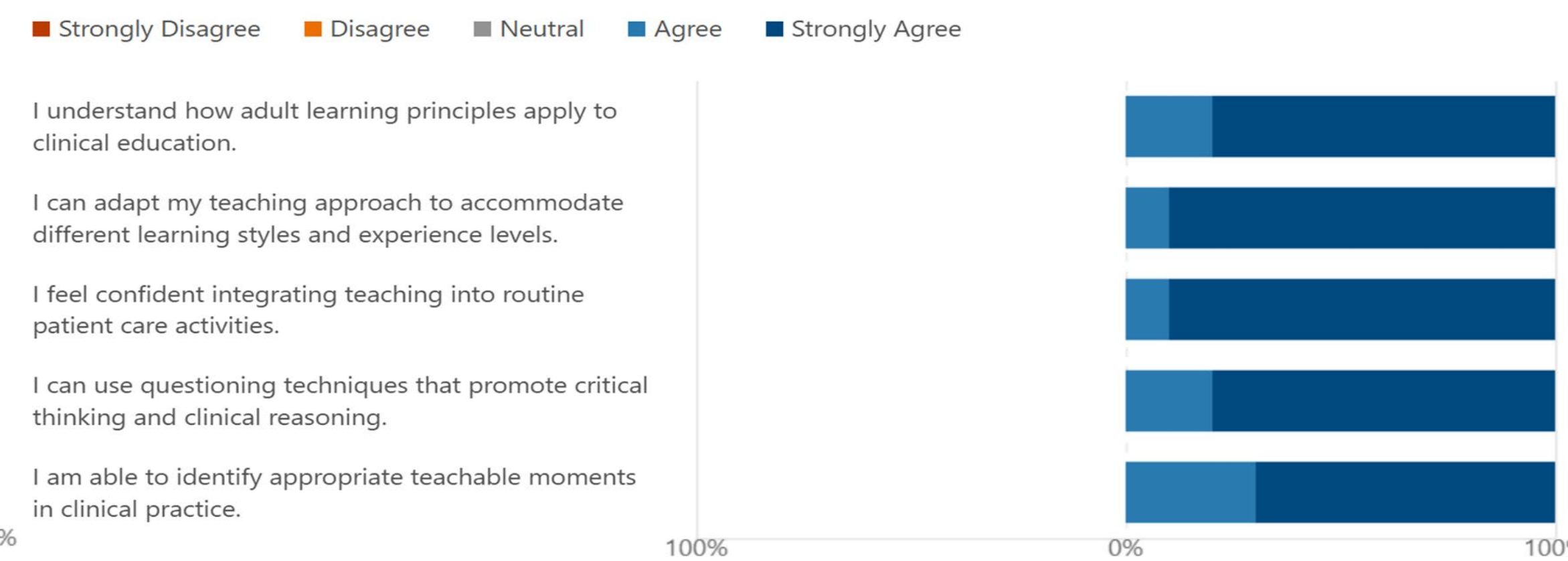


Post Course Survey

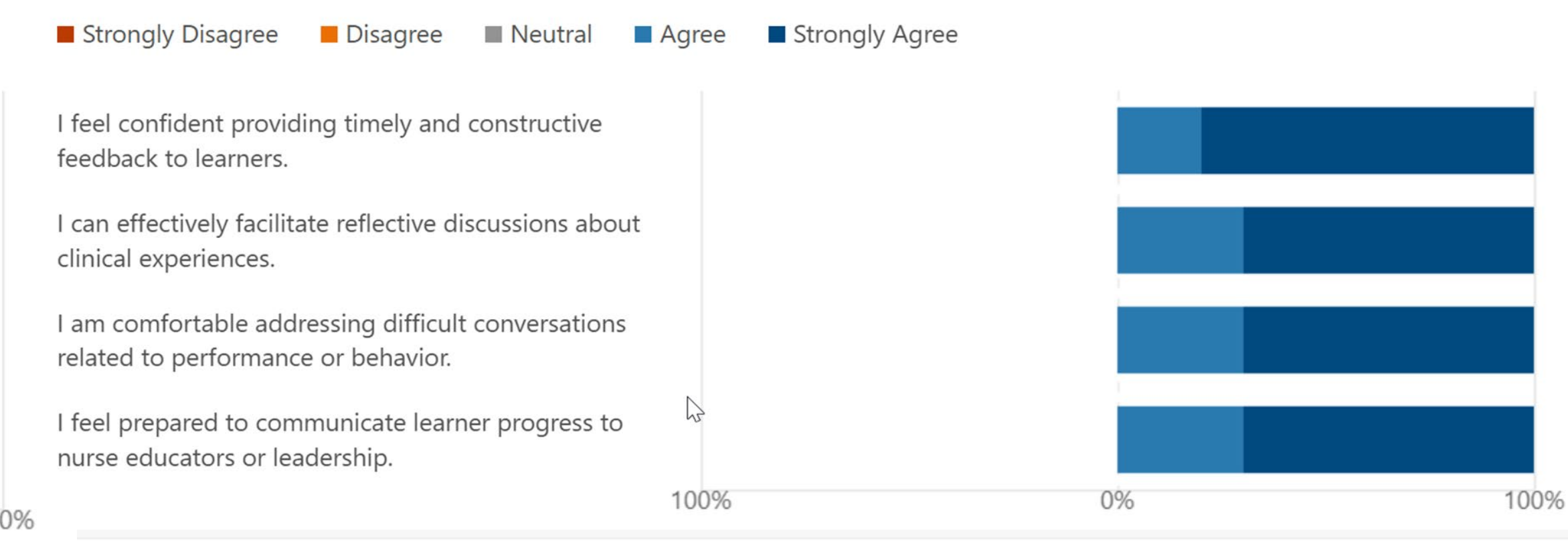
Domain 1: Preceptor Role and Professional Responsibilities



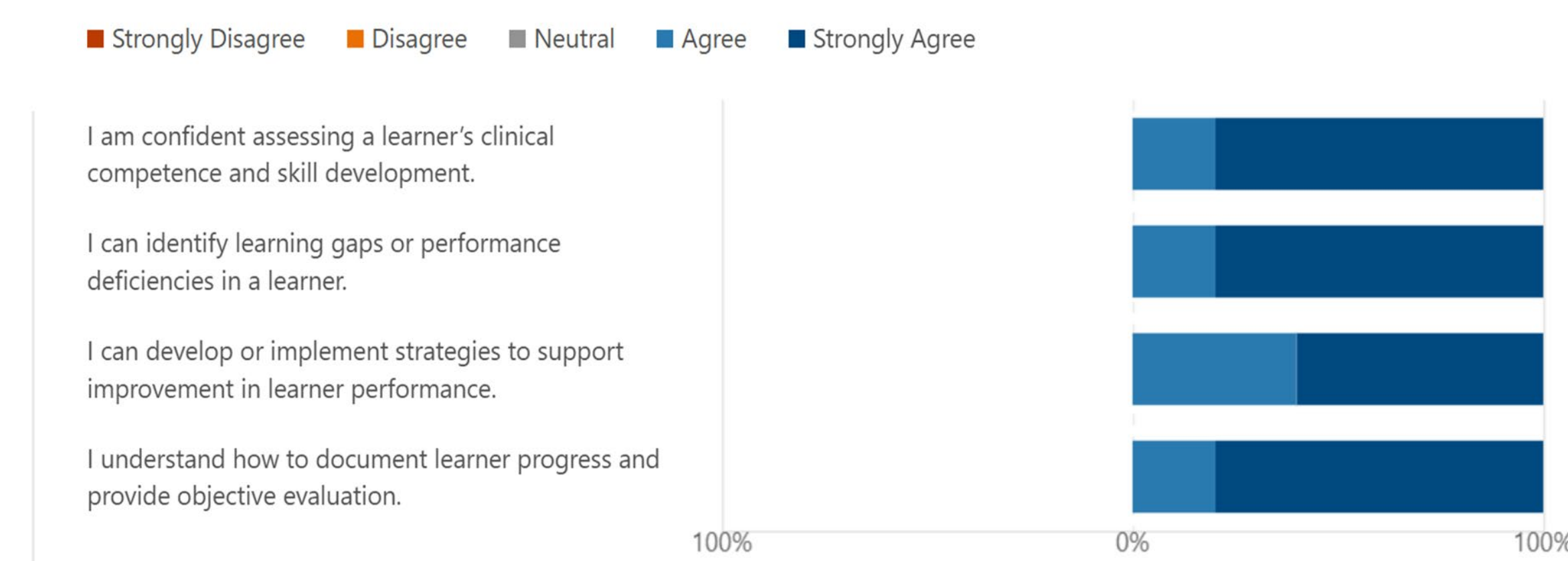
Domain 2: Adult Learning and Teaching Strategies



Domain 3: Communication and Feedback



Domain 4: Learner Assessment and Competency Evaluation



Domain 5: Learning Environment and Professional Support



Would you recommend course?

- Yes, I would. I'm really happy they started this program because it guides people who want to become preceptors in their unit. It also taught me to be better

What key concepts influenced you?

- Some things I learned are how to be more receptive to someone who is new, to be more understanding, and to give them the opportunity to grow and flourish
- Being a role model/ Effective communication

What additional support would help you be a more effective preceptor??

- Offering a monthly virtual session could support nurses in orientation who are interested in becoming preceptors, helping them grow and develop their skills/ Having less workload at the beginning of the preceptorship

Most valuable aspect of the course?

- Open communication and feedback from everyone participating in the class
- Feedback from everyone/ Engagement

Is there anything that you would add?

- More role playing/ Videos

Other Feedback Throughout Course

- Code Lavender/ Shared governance
- Preceptees should have a few days to learn about equipment before going to the unit
- Integrating simulation during orientation and post orientation/ Precepting on different units
- The process to get paid as preceptor should be streamlined

Act

- **Refine and adjust approach:** Modify preceptor training, scheduling, or communication methods based on feedback from staff and new nurses.
- **Standardize successful strategies:** Incorporate effective precepting practices into unit-wide orientation protocols.
- **Plan next improvement cycle:** Identify remaining gaps and target those areas next PDSA cycle.

Acknowledgements

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